

From: Anderson, Aaron [/o=CORPNYCHHC/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=2c967fbcccf14f349ea13e881e6f6838-Anderson, Aar]
Sent: 4/25/2018 10:40:01 AM
To: Yang, Patricia [patricia.yang@nychhc.org]
CC: Gillen, Sara [gillens@nychhc.org]
Subject: RE: Bellevue 730 personnel

Snip below. Talking with Sara now. Kaye makes more than everyone except Ceric's old line and of course the uber Mundy.

FPECC - Clinical							Annualized Sal	Actual Salary
VACANT (oversight)	1	CHS	CHS	Associate Executive Director	Director of Forensic Psychiatry	Group 11	\$ 210,000.00	\$ 210,000.00
VACANT (Steve Ceric)	1	Bellevue	M	Senior Director	Manhattan	Group 11	\$ 205,000.00	\$ 205,000.00
Mundy, Daniel	0.5	Bellevue	M	Attending Physician L-III		Doc. C	\$ 176,828.00	\$ 88,414.00
Weiss, Jonathan	0.5	Bellevue	M	Physician Specialist		Doc. C	\$ 202,826.00	\$ 101,413.00
Harper, Oliver	0.5	Bellevue	M	Psychiatrist		Doc. C	\$ 160,000.00	\$ 80,000.00
Solanki, Kanishk	0.6	Bellevue	M	Psychiatrist		Doc. C	\$ 148,807.00	\$ 89,284.20
VACANT (E. Arias L/D 2/23/2)	0.57	Bellevue	M	Psychologist L-II		DC37	\$ 80,991.00	\$ 46,164.87
VACANT (L. Bishef L/D 3/2/2)	0.6	Bellevue	M	Psychologist L-II		DC37	\$ 86,148.00	\$ 51,688.80
Patten, Kimberly	1	Bellevue	M	Social Worker L-1		DC37	\$ 61,741.00	\$ 61,741.00
	0.7			Forensic Fellow - NYU/Columbia				
Kaye, Melissa	1	Bellevue	BX	Attending Physician L-II		Doc. C	\$ 203,912.00	\$ 203,912.00
Winkler, Barry	1	Affiliate	BX	Psychologist		DC37		\$ 93,449.00
Owen, Elizabeth	1	Kings	BK	Director		Group 11	\$ 114,195.00	\$ 114,195.00
Francois, Patrice	1	Kings	BK	Psychologist L-II		DC37	\$ 82,787.00	\$ 82,787.00
Paradis, Cheryl	0.72	Kings	BK	Psychologist L-II		DC37	\$ 83,683.00	\$ 60,251.76
Radcliffe, Fiona	1	Kings	QN/BK	Psychologist L-III		DC37	\$ 93,431.00	\$ 93,431.00
Shao, Liang	1	Kings	QN/BK	Psychologist L-II		DC37	\$ 85,711.00	\$ 85,711.00
VACANT (Steven Rubel)	1	Kings	BK	Attending MD III	Brooklyn Court Clinic Psychiatrist	Doc. C	\$ 189,490.00	\$ 189,490.00
Elizabeth Owen - Pipeline	1	Queens	QN	Senior Director	Clinical Dire	Group 11	\$ 118,478.00	\$ 118,478.00
Perry, Alan	1	Kings	QN	Psychologist L-III		DC37	\$ 96,154.00	\$ 96,154.00
VACANT (Chandra, Subhash)	1	Kings	QN	Attending MD III	Queens Court Clinic Psychiatrist	Doc. C	\$ 189,490.00	\$ 189,490.00
VACANT (Queens NN)	1	Queens	QN	Psychologist II	Psychologi	DC37	\$ 85,000.00	\$ 85,000.00
VACANT (Queens NN)	1	Queens	QN	Psychologist II	Psychologi	DC37	\$ 85,000.00	\$ 85,000.00
VACANT (Queens NN)	1	Queens	QN	Psychologist II	Psychologi	DC37	\$ 85,000.00	\$ 85,000.00

From: Yang, Patricia
Sent: Wednesday, April 25, 2018 10:30 AM
To: Anderson, Aaron
Cc: Gillen, Sara
Subject: Bellevue 730 personnel

Can you send me salaries for Kaye and her Peers Sara knows scoop

From: Yang, Patricia [/O=CORPNYCHHC/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=PATRICIA.YANG.NYCHHC.ORG]
Sent: 5/3/2018 4:39:37 PM
To: Howell, Paul [howellp1@nychhc.org]
Subject: FW: Pay Equity for Court Clinic Medical Directors

For fpecc

From: Laboy, Jessica
Sent: Thursday, May 03, 2018 4:30 PM
To: Yang, Patricia ; Gillen, Sara ; WANGEL, JONATHAN ; Macdonald, Ross ; Ford, Elizabeth
Subject: RE: Pay Equity for Court Clinic Medical Directors

See below, provided Mundy's new salary with us as a manager...she earns the highest of all in Doc C

Employee Name	Title	Full/Part Time	Current Annualized Salary (please confirm)	New Title w/ CHS	New Salary (If applicable)
Solanki, Kanishk	Psychiatrist	Part-Time	\$ 148,807.00	N/A	N/A
Harper, Oliver	Psychiatrist	Part-Time	\$ 160,000.00	N/A	N/A
Mundy, Daniel	Attending Physician III	Part-Time	\$ 176,828.00	Senior Director	\$ 205,000.00
VACANT (Chandra, Subhash)	Attending MD III	Full-Time	\$ 189,490.00	N/A	N/A
VACANT (Steven Rubel)	Attending MD III	Full-Time	\$ 189,490.00	N/A	N/A
Weiss, Jonathan	Physician Specialist	Part-Time	\$ 202,826.00	N/A	N/A
Kaye, Melissa	Attending Physician II	Full-Time	\$191, 571 (w diff \$203, 912)	N/A	N/A

From: Yang, Patricia
Sent: Thursday, May 03, 2018 4:13 PM
To: Gillen, Sara <gillens@nychhc.org>; WANGEL, JONATHAN <wangelj@nychhc.org>; Macdonald, Ross <rmacdonald@nychhc.org>; Ford, Elizabeth <eford@nychhc.org>; Laboy, Jessica <laboyj@nychhc.org>
Subject: RE: Pay Equity for Court Clinic Medical Directors

Thanks no urgency for the Jess info but we will need to be able to offer a position that suits the needs of FPECC and is fair and equitable to the scope and responsibility. We can offer her the management position comparable to Winkler and Mundy, to run Bx under us. Talk later.

From: Gillen, Sara
Sent: Thursday, May 03, 2018 3:55 PM
To: Yang, Patricia <Patricia.Yang@nychhc.org>; WANGEL, JONATHAN <wangelj@nychhc.org>; Macdonald, Ross <rmacdonald@nychhc.org>; Ford, Elizabeth <eford@nychhc.org>; Laboy, Jessica <laboyj@nychhc.org>
Subject: RE: Pay Equity for Court Clinic Medical Directors

Jessica is reviewing the salaries at the time we planned the transition. I believe at that time she was the highest paid, but Jessica will confirm the numbers.

At this moment, two of her colleagues transitioned to management roles which has increased their pay above hers, but doesn't consider the union benefits (differentials, etc) that she receives.

Jessica will send info shortly.

Sara

From: Yang, Patricia

Sent: Thursday, May 03, 2018 3:43 PM

To: WANGEL, JONATHAN <wangelj@nychhc.org>; Gillen, Sara <gillens@nychhc.org>; Macdonald, Ross <rmacdonald@nychhc.org>; Ford, Elizabeth <eford@nychhc.org>; Laboy, Jessica <laboyj@nychhc.org>

Subject: RE: Pay Equity for Court Clinic Medical Directors

I can do that but then I am dumping BHC into the soup. I don't know and don't want to know what they did to "address her eeoc" issues.

From: WANGEL, JONATHAN

Sent: Thursday, May 03, 2018 3:41 PM

To: Yang, Patricia <Patricia.Yang@nychhc.org>; Gillen, Sara <gillens@nychhc.org>; Macdonald, Ross <rmacdonald@nychhc.org>; Ford, Elizabeth <eford@nychhc.org>; Laboy, Jessica <laboyj@nychhc.org>

Subject: RE: Pay Equity for Court Clinic Medical Directors

This is EEO. Strongly suggest Blanche be looped-in.

From: Yang, Patricia

Sent: Thursday, May 03, 2018 3:36 PM

To: Gillen, Sara <gillens@nychhc.org>; Macdonald, Ross <rmacdonald@nychhc.org>; Ford, Elizabeth <eford@nychhc.org>; WANGEL, JONATHAN <wangelj@nychhc.org>; Laboy, Jessica <laboyj@nychhc.org>

Subject: FW: Pay Equity for Court Clinic Medical Directors

In the meantime (and we should brainstorm for july but not with the entire FPECC crew), I propose to send her this reply below and separately sanitize her email and send to Bill and copy her, removing editorials and elephantine quotes.

Dr. Kaye,

Thank you for bringing your concerns to my attention.

As you know, the decision was made to postpone bringing the Bronx Court Clinic into Correctional Health Services (CHS) until July 1, 2018, specifically so that you will be an employee of Bellevue through June 30th and therefore eligible to receive the retention bonus. As such, I will convey these serious concerns and your request to the attention of Mr. William Hicks, CEO of Bellevue.

In the interim, we at CHS will investigate possibilities for ensuring equitable and appropriate remuneration in anticipation of the July move.

Do any of the five of you have a comment or concern about the proposed email a/o approach? I'd prefer to respond sooner than later.

From: Yang, Patricia

Sent: Thursday, May 03, 2018 2:19 PM